

NOTES FROM THE:

Comptroller Officer Assignments

by Capt Timothy Little, DSN 487-5031, littlet@hq.afpc.af.mil

New Officer Assignment System

As expected, I'm receiving dozens of calls each day on the new Officer Assignment System (OAS). Here's a conceptual overview of the announced changes thus far:

1) Commander Involvement: An officer's current commander will play an increased role in their next assignment. While details are still to be worked, commanders will have an input into their officers' next assignment using the "commander's block" on the officer's preference worksheet (PW). In fact, the commander's review is mandatory before a PW can be submitted to AFPC. We, at AFPC, will also be speaking and working with commanders during the process of making an assignment for their officers.

2) The Personnel Requirements Display (PRD): AFPC will no longer advertise specific jobs openings on an electronic bulletin board asking for volunteers for assignments. AFPC will now use a Personnel Requirements Display to show all requirements for all career fields along with special duty requirements. A second part of the PRD will show what requirements are being worked to fill in the next six to nine months. This system will be accessible using the World Wide Web, ensuring easy access and visibility remain in the assignment system. As this system is developed and tested, it'll be posted here for viewing.

3) The Preference Worksheet: As stated in item #2, officers will no longer have to continually review an electronic bulletin board to specifically volunteer for one or several openings until selected for an assignment.

Under the new concept and using the PRD as an informational tool, officers will now communicate their desires for their next assignment on a permanent electronic form kept at AFPC called a Preference Worksheet. With this on record, they won't have to continually "check the board" looking for new assignments to "pop-up." AFPC will automatically consider PCS eligible officers as re-

quirements open up and will use information contained on PWs to match assignments. Details of the form will be worked out, but it will allow officers to list multiple types of duty titles and assignment locations. It will also contain a narrative block for both officers and their commanders to communicate information to AFPC—again, commander review will be mandatory.

Officers need to realize they may not always be selected for the types of assignments or locations they or their commanders may have indicated on the PW. Remote tours and other "hard to fill" assignments must still be satisfied.

4) The role of Officer Assignment Team (OAT) members at AFPC: Gaining commanders will no longer be the sole "hiring" authority in the assignment process. AFPC-based Officer Assignment Teams (OAT) will be responsible and accountable for the assignment process. As the CSAF stated, "The Air Force has requirements, officers have preferences. Commanders and assignment officers are the bridge between the two."

Summary

All of these changes ensure the OAS is grounded in the Air Force's three core values of Service before Self, Excellence in All We Do and Integrity First. They retain the good parts of past assignment systems including such items as "visibility into the system." It also allows officers to continue to communicate their needs to assignment team members at AFPC.

As more information is available on the new OAS, it will be posted on Air Force Personnel Center Home Page at <http://www.afpc.af.mil/assignments/>. In addition, briefing teams from here at the center, as well as reps from the MAJCOMs, are projected to visit bases this Fall to explain the new process. The new system is expected to be fully implemented sometime in early 1999.